Reintegration Action Planning

Transforming Medical Holdover (MHO) Operations

A Team Lewis Initiative

MAJ Rich Whitaker, S2/3

1st Joint Mobilization Brigade

Reintegration Action Planning

Purpose

To provide an overview of a Team Lewis initiative for transforming Medical Holdover (MHO) operations that leads to superior medical, behavioral, social, and career outcomes for the Army's injured or wounded warriors.

Reintegration Action Planning

Outline

- What Created the Need?
- Obstacles to Success
- Program Description
- What Makes RAP Different?
- Implementation

Reintegration Action Planning
What Created the Need?

- Medical Holdover (MHO) operations focused largely on treatment of medical conditions affecting deployability.
- MHO Soldier duty assignments aligned with the Soldier's physical limitations - not necessarily the Soldier's long term goals.
- Difficulty in reliably connecting Soldiers with needed transition resources.
- Despite our best efforts, MHO Soldiers often felt as if MRPU staff did not care about their personal life.
- Soldiers became passive participants in achieving better holistic outcomes due to common emotional obstacles.

Reintegration Action Planning

Multiple Stressors

MHO Obstacles to Success

Fear

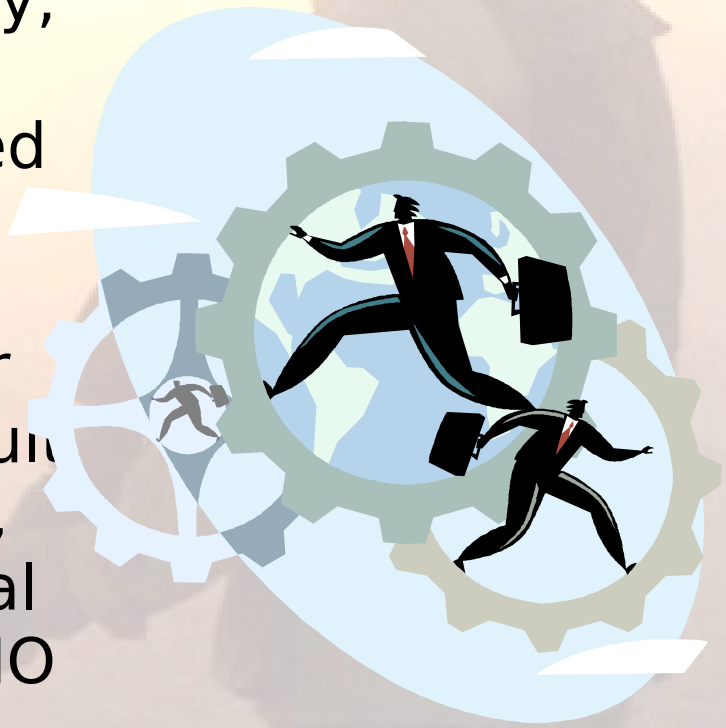
Group Think

Clouded Goals

Direction???

Reintegration Action Planning

Program Description:
Reintegration Action Planning (RAP) synchronizes DoD, Army, and key agency resources to guide injured, ill, and wounded Soldiers to identify and accomplish *medical*, *behavioral*, *social,* and *career* objectives and goals that result in reduced transitional stress, consistently favorable medical outcomes, and increasing MHO Soldier satisfaction.



Reintegration Action Planning Team Lewis

- MRPU Cadre Members
- The Soldier
- 1st JMB Staff
- Licensed Clinical Social Worker
- WA Dept of Labor (REALifelines)
- MAMC Case Management Staff
- MAMC Patient Administration Division
- MAMC Behavioral Health Clinic

- VBA and VHA Reps
- Army Career and Alumni Program
- Military and Family Life Consultants
- Stone Education Center
- WA Dept of Veterans Affairs
- Army Wounded Warrior Program
- The Soldier's Family

Reintegration Action Planning *Transformation*

Objectives

- **Proactive approach:** Goal driven MHO model transforms Soldier interactions with Health Outcomes Division and C2 team members from day one in the program.
- **Comprehensive Goals:** Clear health and personal goals are documented and guide MHO Soldiers to better outcomes.

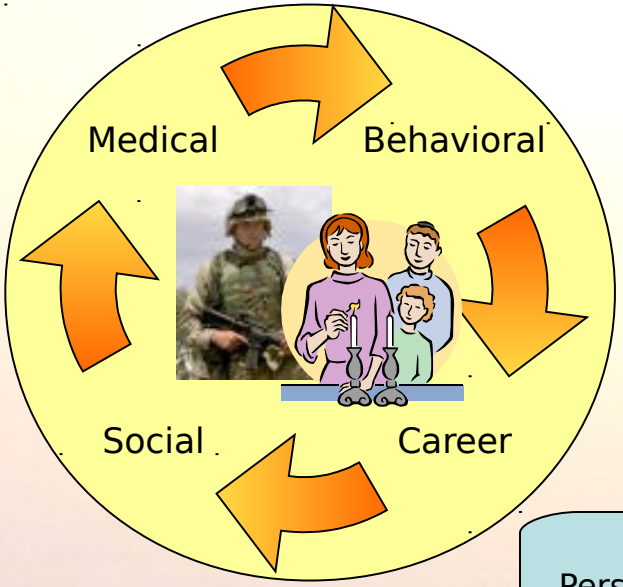
Outcomes

- **Reduced Stress:** Guided transitions result in more seamless shifts into and out of MHO program.
- **Increased Satisfaction:** MHO Soldiers will possess a sense of purpose, increased self worth, along with leader care and compassion.

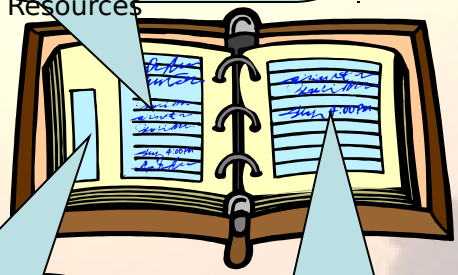
The RAP Concept

Assessment | *Action Plan* | *Accountability*

FIRST 2 WEEKS | **WITHIN 30 DAYS** | **MONTHLY**



Tools
- Assessment Summary
- Medical Plan of Care
- Goals
- Coaching Tips and Resources



Planner
Personal Plan For SGT John Smith

Agenda
- Attend Meeting With…
- Interview….
- Family Wellness Meeting
- Physical Therapy

SOLDIER BRIEFS PLATOON SERGEANT:

GOALS ACHIEVED / NOT ACHIEVED

STANDARDS MET / NOT MET

AGREEMENT ON NEXT SET OF MILESTONES

Coaching and Resource Guide

COACHING:
- **Focused Goals**
- **Family Health**
- **Job Strategy**
- **Interview Techniques**
- **What to Wear**

RESOURCES:
- **Counseling**
- **Support Groups**
- **Agency websites**
- **Agency information**
- **Continuing education**
- **Available training**
- **On the job training programs**

RAP Assessment

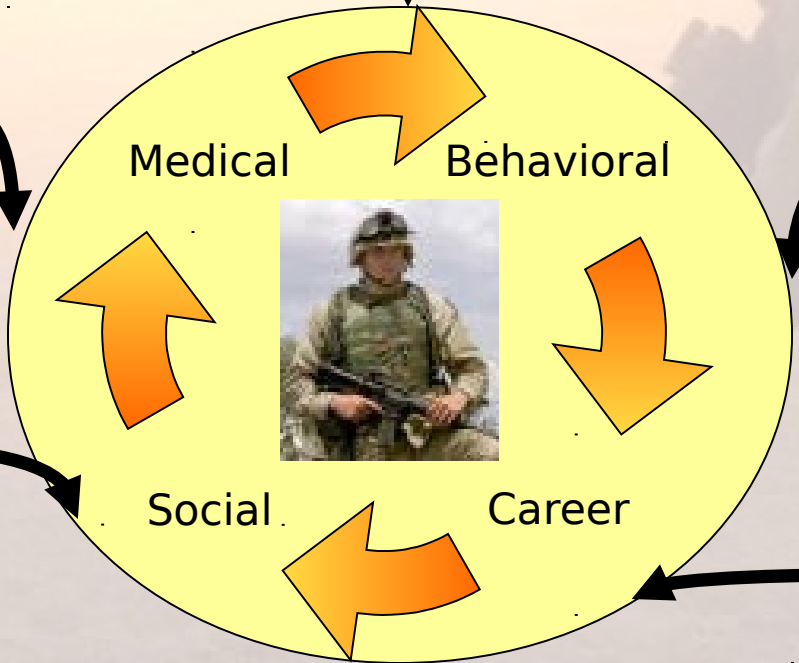
Coordination *Content*

Platoon Sergeant

Nurse Case Manager

Providers

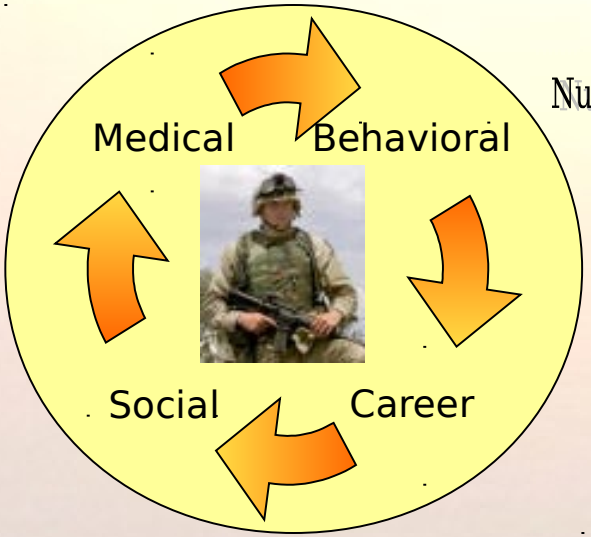
Family

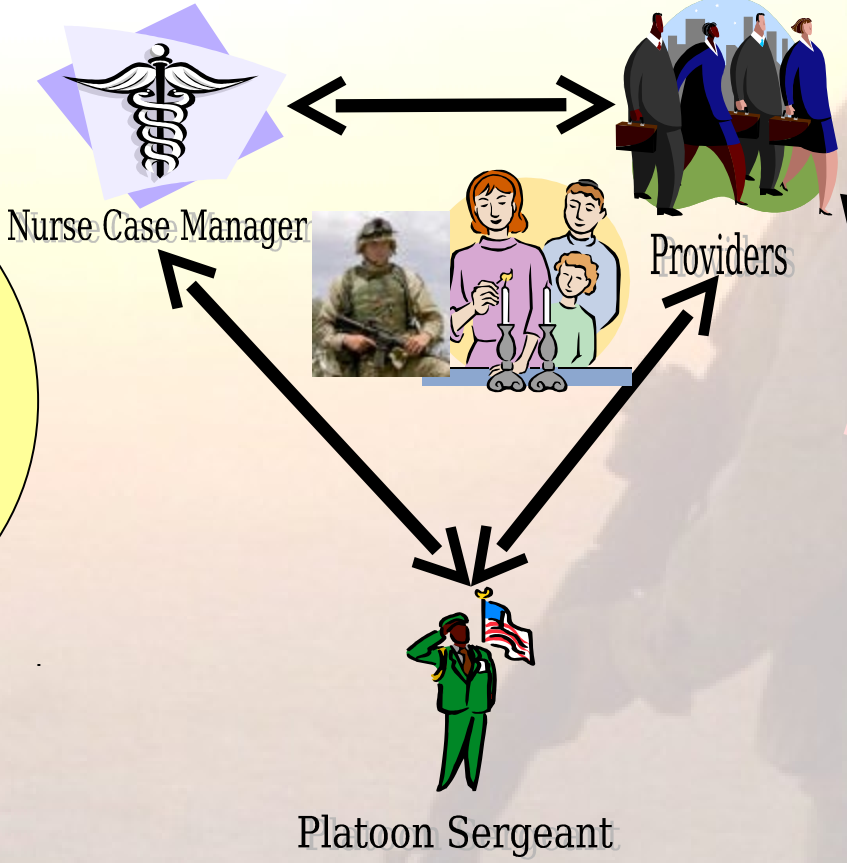


Ancillary Staff

RAP Development

Assessment *Action Plan*





- Individualized
- Portable

Reintegration Action Planning

What Makes it Different?

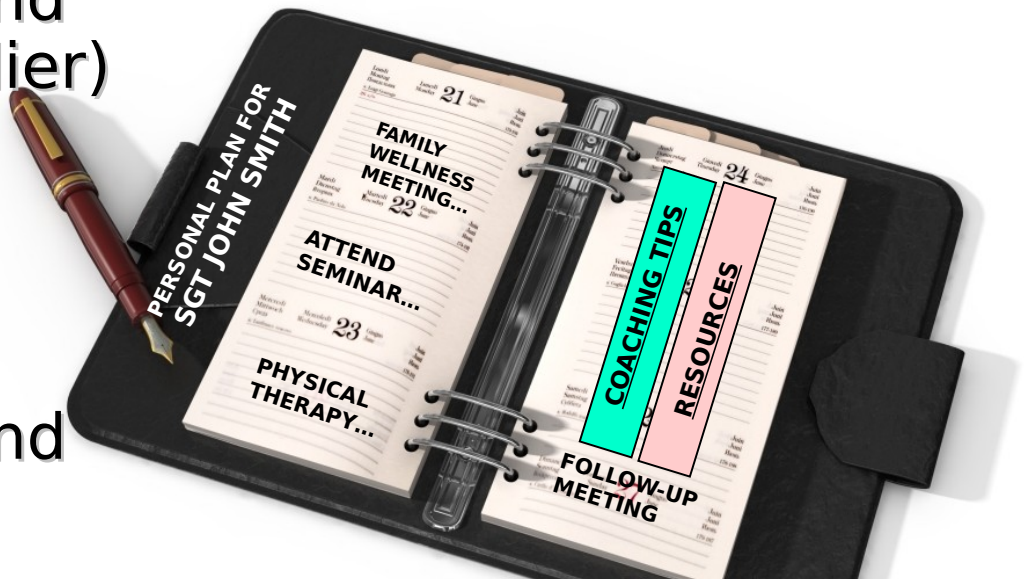
- Establishes a comprehensive leadership model that addresses challenges unique to Medical Holdover units
  - Involves Soldiers in holistic goal development and establishes realistic expectations from day one
  - Creates a positive climate conducive to open communication and feedback from the Soldier and family
  - Provides tools for case managers, platoon sergeants, and Soldiers
  - Tracks transition success after program exit (Working)

Reintegration Action Plan Making *What's Different?...Tools*

- Coaching and Resource Guide (PSG and CM)
- Action Plan Tracker and Resource Guide (Soldier)
- Action Plan Documentation and Tracking System (Platoon Sergeants and Case Managers)

COACHING:
- Focused Goals
- Family Health
- Job Strategy
- Interview Techniques
- What to Wear

RESOURCES:
- Counseling
- Support Groups
- www….
- Agency information
- Continuing education
- Available training
- On the job training programs



Reintegration Action Planning

Success Stories

Reintegration Action Planning

SSG Gulden…Warrior In Transition

- Mobilized with the ORNG in November 2004
- Redeployed in 2005 … demobilized with an unreported injury
- Life situation deteriorates
  - Injury worsens
  - Unable to maintain his business
  - Experiences devastating personal losses
  - Becomes a single parent of a young daughter at age 46
- Team Lewis brings SSG Gulden back to active duty for treatment in November of 2006
  - Began RAP pilot program in January of 2007
  - Holistic plan of care (medical, behavioral, social, career)
  - On track for successful reintegration

Reintegration Action Planning

SSG Gulden…Warrior in Transition

Reintegration Action Planning

Questions?